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SELECTED PRF DATA FIELDS

PRF INFORMATION											
DOCUMENT NUMBER	TRANSFER NUMBER	DOCUMENT NAME	FILL ACTION	STEP NAME	STATUS	YEAR	LOCATION	APPROVED	COMPLETE	CREATED	APPROVAL DATE
32618	0	Fill Position	New Hire	Perform Data Entry	Complete	2015	JAMES GARLAND WALSH MIDDLE	Y	Y	6/18/2014	6/19/2014

EMPLOYEE INFORMATION									
PID	EMPLOYEE NUMBER	LAST NAME	FIRST NAME	EMAIL ADDRESS	JOB CODE	JOB DESCRIPTION	HOURS PER DAY	POSITION NUMBER	ASSIGNMENT NUMBER
0		WITT	MORGAN A	Morgan_Witt@roundrockisd.org	39900	TEACHER - SPANISH	8.0	15359	0

POSITION INFORMATION								
ALLOCATED	ALLOCATION CODE	ALLOCATION DESCRIPTION	POSITION TYPE	FTE	RECOMMENDED DATE	EFFECTIVE DATE	SUBJECTS ASSIGNED	COACHING
Y	TEACH	TEACHERS - REG ALLOCATION		1.000000	8/14/2014	8/15/2014	Spanish	

FILL INFORMATION			
<input checked="" type="checkbox"/> Title 1 Campus <input checked="" type="checkbox"/> Teacher of Record <input checked="" type="checkbox"/> Meets Certification/NCLB <input type="checkbox"/> Retiree			
REFERENCE CHECKS	NAME	TITLE	PHONE
REFERENCE 1	Laura Blair	Professor	512
REFERENCE 2	Abby Dings	Professor	512
REFERENCE 3	Stephen Marble	Professor	512

PRF MANAGER INFORMATION		
EMPLOYEE NAME	PHONE NUMBER	EMAIL ADDRESS
HICKS, TONI M	512-704-0800	Toni_Hicks@roundrockisd.org

DOC_NO	STEP_NO	STEPNAME	STATUS_NAME	LOCATION	ROLE NAME	APPROVER NAME	APPROVAL_DATETIME	COMMENTS	LAST_UPDATED
32618	1	Create PRF	PRF Created	052	PRF Manager	HICKS, TONI M	6/18/2014 1:33:14 PM		6/18/2014 1:33:14 PM
32618	2	Review Credentials	Reviewed	052	HR Data Reviewer	EAKINS, SUSAN RENE	6/18/2014 2:22:46 PM	Certified and HQ. Fp on file..	6/18/2014 2:22:46 PM
32618	3	HRS Approval	Approved	052	HR Approver	VIERRA, ANNETTE YVONNE GRAY	6/19/2014 12:08:32 PM	new hire 2014-2015	6/19/2014 12:08:32 PM
32618	4	Perform Data Entry	Complete	052	HR Data Entry	DUNLAP, MARIA TERESA SARMIENTO	7/8/2014 2:32:21 PM	2015 NEW HIRE	7/8/2014 2:32:21 PM

JUL 15 2014

Payroll

943

07/08/2014
14:32:26ROUND ROCK INDEPENDENT SCHOOL DISTRICT
EMPLOYEE DATASHEET BY POSITION FOR 2015PAGE 1
POSEMP_RPT_POS

EMPL NO: NAME: WITT, MORGAN A
 PER LOCN: 943 SUBSTITUTES STATUS: 07
 HIRE DATE: 03/04/2014 TYPE: 4
 RACE: W SSN: GENDER: F
 HIGH DEG: BACHELOR'S ST STEP: 07 AUTO-INC: Y

POS-NO	JOB-CODE	DESCRIPTION	APRIM	ASTAT
ASN-NO	JOB-CLASS		BPRIM	BSTAT
	HR-RATE	DAILY-RT	MO-RT	ANNUAL-RT
BUDGET-CODE	ACCT	PERCENT		
15359	39900	TEACHER - SPANISH	P	A
MGR-LOCN:052	JAMES G WALSH MS		ALLOC:TEACH	
WRK-LOCN:052	JAMES G WALSH MS		STIP:N	
141066	2035 TEACH - CAL 01/GRP C		P	A
GROUP:X			CAL:501 START:08/15/2014	
SCHED:587	RANGE:01 STEP:01		CAL-DAYS:187	END:06/05/2015
PAYS:13	METH:R FTE:1.000000		ACT-DAYS:187	CONT:N
HRS-DAY: 8.000	28.743316	229.946524	3307.692308	43000.00
1995 11 052 11	611900	1.000000		
NOTE 1:	2015 NEW HIRE			

POSITION SUMMARY	1.000000	229.946524	3307.690000	43000.00
START:08/15/2014	END:06/05/2015	ACT-DAYS:187	FULL-YR:	43000.00

TOTALS FOR EMPLOYEE	1.000000	229.946524	3307.690000	43000.00

JUL 15 2014

Payroll**APPROVED**Date 7/10/14By A. Verra



HUMAN RESOURCE SERVICES

PROJECTED TEACHER SALARY

EMPLOYEE:

Name: MORGAN WITT

SALARY EFFECTIVE DATE: 08/15/14

SSN:

DEPT/CAMPUS: WALSH MS

ELIGIBLE FOR INSURANCE: YES

A. Estimated take-home pay excluding insurance deductions:

INCOME:

Days in 2014-2015 school year	187
Pay periods in 2014-2015	13
Monthly Gross Salary	\$3307.69
Annualized Gross Salary	\$43000.00

The amount noted above is calculated at a zero year teacher rate with a Bachelor's degree in accordance with the current RRISD teacher salary schedule. Should the Board of Trustees make any further adjustments to our current compensation plan, it will be noted on the RRISD website. The salary noted above does not reflect any previous years of service. In order to receive additional years of service credit, you will need to obtain original service records from all previous districts. Instructions for obtaining service records will be provided under separate cover. It is the employees' responsibility to provide service records as soon as possible. Eligible employees may receive retroactive pay for creditable years of service, provided that documentation is received by the District within the 12 month period. Pay resulting from service records received after the 12 month period will be effective the month following the receipt documentation and will not be eligible for retroactive pay.

I acknowledge that Human Resource Services has provided information regarding my anticipated salary and I understand it is my responsibility to follow up with any questions or concerns.

Prepared by:

HRS Representative

Acknowledged by:

Employee Signature

Date

Date

RRISD COPY



ROUND ROCK I S D

HUMAN RESOURCE SERVICES

13-MONTH PAY CYCLE

Newly hired 10-month employees will be paid their annualized salary in 13 equal payments if they are hired by and complete all required paperwork at an orientation by **August 7, 2014**. This 13-pay cycle applies to the first year of employment only.

I understand that my annualized salary will be paid over 13 equal payments beginning August 2014 through August 2015.

<u>Witt</u>	<u>Morgan</u>	<u>A</u>
Last Name	First	MI
<u>Walsh MS</u>		
Employee Identification Number		Campus
<u>Morgan Witt</u>	<u>07/14/2014</u>	
Signature	Date	

JUL 15 2014
Payroll

052

04/08/2015 ROUND ROCK INDEPENDENT SCHOOL DISTRICT PAGE 1
10:45:31 EMPLOYEE DATASHEET BY POSITION FOR 2016 POSEMP_RPT_POS

EMPL NO: NAME: WITT, MORGAN A
PER LOCN: 052 JAMES G WALSH MS STATUS: 04
HIRE DATE: 08/15/2014 TYPE: 6
RACE: W SSN: GENDER: F
HIGH DEG: BACHELOR'S ST STEP: 00 AUTO-INC: Y

POS-NO	JOB-CODE	DESCRIPTION	APRIM	ASTAT
ASN-NO	JOB-CLASS		BPRIM	BSTAT
	HR-RATE	DAILY-RT	MO-RT	ANNUAL-RT
BUDGET-CODE	ACCT	PERCENT		

*** DELETED ASSIGNMENTS ***

15359 39900 TEACHER - SPANISH P D
MGR-LOCN:052 JAMES G WALSH MS ALLOC:TEACH
WRK-LOCN:052 JAMES G WALSH MS STIP:N

151421 2035 TEACH - CAL 01/GRP C P D
GROUP:C CAL:601 START:08/14/2015
SCHED:687 RANGE:01 STEP:01 CAL-DAYS:187 END:06/03/2016
PAYS:12 METH:R FTE:1.000000 ACT-DAYS:187 CONT:N
HRS-DAY: 8.000 28.743316 229.946524 3583.333333 43000.00
1996 11 052 11 611900 1.000000
VACATED: 04/08/2015 06 PERSONAL REASONS
NOTE 1: RESIGNATION WILL COMPLETE 2014-2015 NOT COMING BACK 2015-2016

POSITION SUMMARY 0.000000 0.000000 0.000000 43000.00
START:08/14/2015 END:06/03/2016 ACT-DAYS:187 FULL-YR: 0.00

APPROVED

Date

By



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Available PRF's Selected PRF PRF Checklist Action PRF Action PRF History

Select Document Type: -- All Document Types -- Select Document Status: Completed

Select a Location: 052

SELECTED PRF DATA FIELDS

PRF INFORMATION											
DOCUMENT NUMBER	TRANSFER NUMBER	DOCUMENT NAME	FILL ACTION	STEP NAME	STATUS	YEAR	LOCATION	APPROVED	COMPLETE	CREATED	APPROVAL DATE
37603	0	Vacate Assignment		Perform Data Entry	Complete	2016	JAMES GARLAND WALSH MIDDLE	Y	Y	4/7/2015	4/7/2015

EMPLOYEE INFORMATION									
PID	EMPLOYEE NUMBER	LAST NAME	FIRST NAME	EMAIL ADDRESS	JOB CODE	JOB DESCRIPTION	HOURS PER DAY	POSITION NUMBER	ASSIGNMENT NUMBER
0		WITT	MORGAN A	Morgan_Witt@roundrockisd.org	39900	TEACHER - SPANISH	8.0	15359	151421

POSITION INFORMATION									
ALLOCATED	ALLOCATION CODE	ALLOCATION DESCRIPTION	POSITION TYPE	FTE	RECOMMENDED DATE	EFFECTIVE DATE	SUBJECTS ASSIGNED	COACHING	
Y	TEACH	TEACHERS - REG ALLOCATION		1.000000	8/13/2015	8/13/2015			

VACATE INFORMATION				
<input checked="" type="checkbox"/> Resignation Letter received/accepted	<input type="checkbox"/> Exit Interview conducted	<input type="checkbox"/> Keys/badge/district property collected	<input type="checkbox"/> For involuntary termination, documentation was provided to HRS Director	
<input checked="" type="checkbox"/> Contract Position <input type="checkbox"/> Leave Status Approved <input type="checkbox"/> Worker's Compensation				
VACATE REASON	TERMINATION REASON	TRANSFER TO LOCATION	HOME PHONE	FORWARDING ADDRESS
PERSONAL REASONS			51	

PRF MANAGER INFORMATION		
EMPLOYEE NAME	PHONE NUMBER	EMAIL ADDRESS
HICKS, TONI M	512-704-0800	Toni_Hicks@roundrockisd.org

DOC_NO	STEP_NO	STEPNAME	STATUS	NAME	LOCATION	ROLE NAME	APPROVER NAME	APPROVAL DATETIME	COMMENTS	LAST UPDATED
37603	1	Create PRF	PRF Created		052	PRF Manager	HICKS, TONI M	4/7/2015 1:02:19 PM		4/7/2015 1:02:19 PM
37603	2	HRS Approval	Approved		052	HR Approver	VIERRA, ANNETTE YVONNE GRAY	4/7/2015 4:08:52 PM	vacate 2015-2016	4/7/2015 4:08:52 PM
37603	3	Perform Data Entry	Complete		052	HR Data Entry	DUNLAP, MARIA TERESA SARMIENTO	4/8/2015 10:45:25 AM	RESIGNATION WILL COMPLETE 2014-2015 NOT COMING BACK 2015-2016	4/8/2015 10:45:25 AM

HUMAN RESOURCES SERVICES

VOLUNTARY RESIGNATION FORM

Name (Last, First) WITT, MORGAN A		EIN
Phone 512-	Email	
Forwarding Address Austin, TX 78717		
Campus/Department WALSH MIDDLE SCHOOL	Supervisor Name HICKS, TONI M	

I, MORGAN A WITT, wish to resign my 6th and 7th grade Spanish 1A Teacher position(s) with Round Rock Independent School District effective 6/8/2015. My reason for resigning is Relocating/Moving. I understand that additional information from HRS will be sent to me at the contact email address I have noted above.

MORGAN A WITT
Employee Signature

4/5/2015
Date

Approved Effective Date: 6/8/2015

Mark HRS
HRS Approval

4/6/2015
Date

"Highly Qualified" Status Secondary Teacher (7-12)

Teacher's Name: MORGAN WITT

SSN:

Campus: WALSH MS

Current Teaching Assignment:

Holds at least a bachelor's degree: Yes

SPANISH

AND

Has full state teaching certification in any area:

NOTE - SPANISH EC-12

In addition to the two criteria above, secondary teachers must demonstrate subject competency in every core academic subject area teaching assignment. A secondary teacher may demonstrate subject competency in one of the following ways. Documentation must be maintained in the teacher's service record or personnel file.

Subject #1: NOTE - SPAN
EC-12

Subject #2:

Subject #3:

Has passed the appropriate ExCET exam: :

OR

Has passed the appropriate TEXES exam:

OR NYT! OSPA

Has an academic major in the subject taught

OR

Has a Graduate Degree in the subject taught:

OR

Has coursework equivalent to an undergraduate major in the subject taught (24 hours with 12 being upper division)

OR

Meets HOUSE* Option for Secondary Teachers

Teacher meets the definition of highly qualified for this subject?

Has passed the appropriate ExCET exam: :

OR

Has passed the appropriate TEXES exam:

OR

Has an academic major in the subject taught:

OR

Has a Graduate Degree in the subject

OR

Has coursework equivalent to an undergraduate major in the subject taught (24 hours with 12 being upper division)

OR

Meets HOUSE* Option for Secondary Teachers

Teacher meets the definition of highly qualified for this subject?

Has passed the appropriate ExCET exam:

OR

Has passed the appropriate TEXES exam:

OR

Has an academic major in the subject taught:

OR

Has a Graduate Degree in the subject taught:

OR

Has coursework equivalent to an undergraduate major in the subject taught (24 hours with 12 being upper division)

OR

Meets HOUSE* Option for Secondary Teachers

Teacher meets the definition of highly qualified for this subject?

Fingerprints on file

*This option is only allowable for teachers who have had at least one year (90 days) of experience and is eligible for one of the allowable continued uses of HOUSE options

Signature: 

Date: 6/25/17

Educator Fingerprint Status

Name: Morgan Witt

SSN:

*If you do not see a fingerprint status below the fingerprint process has not been initiated.

Status:

Fingerprint Complete

Date:

4/28/2014

*Fingerprint in Progress - Payment has been submitted to begin the fingerprint process. This does not reflect that fingerprinting has taken place or that fingerprint results have been received.

*Fingerprint Complete - Fingerprint results have been received and the fingerprint process is complete.

[close window](#)



ROUND ROCK I S D

Human Resource Services

GUIDELINES FOR ACCEPTABLE USE OF DISTRICT TECHNOLOGY RESOURCES

NETIQUETTE ON THE INTERNET

All users of the Round Rock public schools' computers and networks are expected to abide by the generally accepted rules of network etiquette (netiquette). Informal rules of behavior have evolved for communication on the Internet and other online services. Breaches can result in "flaming" - harsh criticism by others on the Net - or restricted access to some resources on the Internet. These rules of behavior include the following.

Be polite. Do not become abusive in your messages to others.

Use appropriate language. Do not swear, use vulgarities, or any other inappropriate language.

Do not reveal your personal address or phone numbers or those of other students or colleagues.

All communications and information accessible via the network should be assumed to be private property.

Keep paragraphs and messages short and to the point. Focus on one subject per message. Always include a subject line in e-mail.

Include your signature at the bottom of e-mail messages. Your signature footer should include your name and Internet address.

Capitalize words only to highlight an important point or to distinguish a title or heading. "Asterisks" surrounding a word may also be used to make a stronger point.

Remember that humor and satire can be misinterpreted. Be judicious in your choice of words.

Minimize spelling errors and make sure your message is easy to understand; however, remember that many people all over the world use the Internet. Please do not criticize another person's use of grammar or spelling.

Cite all quotes, references, and sources. Copyright applies to electronic information.

Never send chain letters through the Internet.



ROUND ROCK I S D

Human Resource Services

DISTRICT RESOURCES SUBSTITUTES

The Round Rock ISD website contains a wealth of information for new substitutes. The links below provide new substitutes with information regarding academic calendars, pay dates, and other important substitute information.

You may print this document or click on the links below to access the following pages.

Note: Depending on your browser, you may have to click the "Back" button to return to this page in the HR Center. In some cases, you may have to login again.

- **Round Rock ISD website** www.roundrockisd.org
- **Substitute Information webpage**
<https://www.roundrockisd.org/departments/human-resource-services/substitute-opportunities/>
- **Human Resource Services webpage**
<https://www.roundrockisd.org/departments/human-resource-services/>
- **Academic Calendar and Facilities/Campus Directory**
http://www.roundrockisd.org/about_r_r_i_s_d/calendars
- **Pay Dates** <https://www.roundrockisd.org/departments/payroll-leave-of-absence/>
- **Workers' Compensation Claim Reporting Procedures**
<https://www.roundrockisd.org/departments/safety-and-risk-management/workers-compensation-claims/>
- **Fraud Hotline** <https://www.roundrockisd.org/departments/assessment-and-audit/fraud-hotline/>

I have reviewed the documents listed above on the Round Rock ISD website at www.roundrockisd.org. I understand I am able to access these documents on the website at any time and print a copy for my records. In addition, I understand that I can find the latest

LAST: WITT

FIRST: MORGAN A EIN:

DATE: 11/27/2016 02:37 PM



ROUND ROCK I S D

Human Resource Services

LETTER OF REASONABLE ASSURANCE

This letter provides notice of reasonable assurance of continued employment with the district when each school term resumes after a school break. By virtue of this notice, please understand that you may not be eligible for unemployment compensation benefits drawn on school district wages during any scheduled school breaks including, but not limited to, the summer, winter, and spring breaks. This assurance is contingent on continued school operations and will not apply in the event of any disruption that is beyond the control of the district (e.g., lack of school funding, natural disasters, court orders, public insurrections, war, etc.).

Nothing contained herein construes an employment contract. Your continued employment is on an at-will basis. At-will employers may terminate employees at any time for any reason or for no reason, except for legally impermissible reasons.

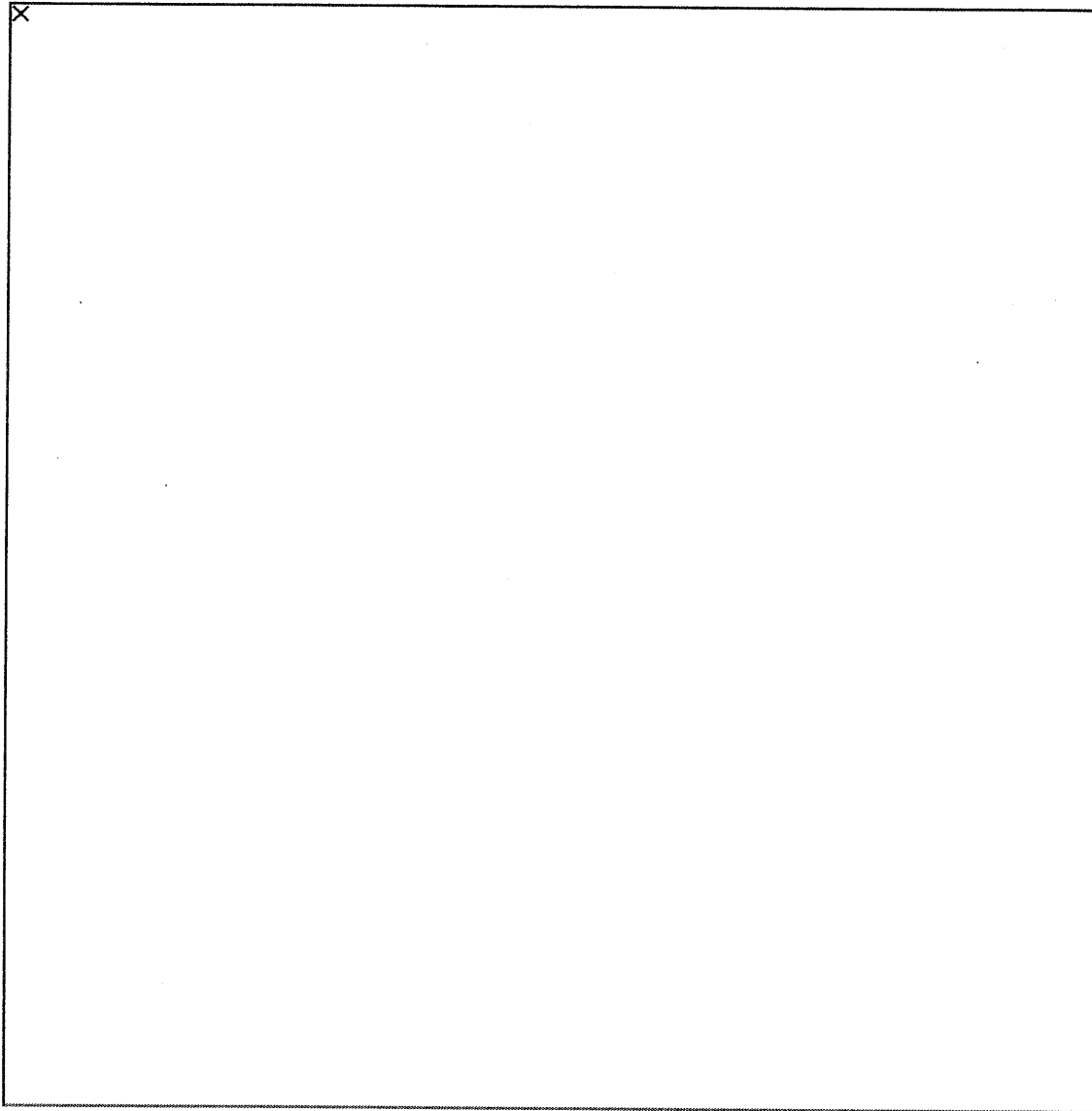
Your services on behalf of the children of the district are appreciated, and we hope that you will be able to continue your association with the district.

1311 Round Rock Avenue

LAST: WITT

FIRST: MORGAN A EIN:

DATE: 11/27/2016 02:34 PM



TEXAS PUBLIC SCHOOL STAFF ETHNICITY AND RACE DATA QUESTIONNAIRE

The United States Department of Education (USDE) requires all state and local education institutions to collect data on ethnicity and race for staff and students. This information is used for state and federal accountability reporting as well as for reporting to the Office of Civil Rights (OCR) and the Equal Employment Opportunity Commission (EEOC).

If you decline to provide this information, please be aware that the USDE requires school districts to use observer identification as a last resort for collecting the data for federal reporting.

Please answer both parts of the following questions regarding ethnicity and race. United States Federal Register (71 FR 44866)

Name (Last, First, MI):

WITT, MORGAN A

Birthdate:

Part 1. Ethnicity: Is the staff member Hispanic/Latino? (Choose only one)

- ☐ **Hispanic/Latino** - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

☒ **Not Hispanic/Latino**

Part 2. Race: What is the staff member's race? (Choose one or more)

- ☐ **American Indian or Alaska Native** - A person having origins in any of the original peoples of North and South America (including Central America), and who maintains a tribal affiliation or community attachment.
- ☐ **Asian** - A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- ☐ **Black or African American** - A person having origins in any of the black racial groups of Africa.
- ☐ **Native Hawaiian or Other Pacific Islander** - A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- ☒ **White** - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

NAME:

EIN/PID:

DATE SIGNED:

LAST: WITT

FIRST: MORGAN A

EIN:

DATE: 11/27/2016 02:35 PM



ROUND ROCK I S D

Human Resource Services

ACKNOWLEDGEMENT OF UNDERSTANDING

This is to verify that I have reviewed the RRISD Handbook for Substitute Teachers. I understand that the RRISD Handbook for Substitute Teachers contains specific information, rules, and consequences that are extremely important to me and that I must read and complete this form to acknowledge my understanding of district guidelines. I also understand that any changes to district policy or law could cause changes to the content.

I further understand that a copy of the RRISD Handbook for Substitute Teachers can be found on the RRISD website on the Substitute Information page or in the Human Resource Services office.

LAST: WITT

FIRST: MORGAN A

EIN:

DATE: 11/27/2016 02:20 PM

ROUND ROCK INDEPENDENT SCHOOL DISTRICT**Round Rock, Texas****PROBATIONARY CONTRACT****STATE OF TEXAS****Date given to Employee 7/8/2014****COUNTY OF WILLIAMSON**

The BOARD OF TRUSTEES (hereinafter, Board) of ROUND ROCK INDEPENDENT SCHOOL DISTRICT, hereby employs the undersigned professional Employee, **MORGAN A WITT** in the position of **TEACHER**, and Employee accepts the specified employment on the following terms and conditions:

1. Employee shall be employed for the school year **2014/2015** according to the hours and dates set by the District as they exist or may hereinafter be amended.
2. The Board shall pay Employee according to the compensation plan adopted annually by the Board. In the case of full-time classroom teachers, counselors, school nurses, and librarians, compensation shall not be less than the state minimum salary. Employee's salary includes consideration for any assigned duties, responsibilities, and tasks, except as provided in the District's supplemental duty schedule.
3. Employee shall provide service records or conferment of advanced degree no later than 12 months after date of hire or date of conferment for advanced degrees. Eligible employees may receive retroactive pay for creditable years of service or advanced degree provided that documentation is received by the District within the 12 month period. Retroactive pay for advanced degrees conferred after the date of hire shall be effective on the date of conferment, whichever occurs later. Pay resulting from service records and conferment of advanced degrees received after the 12 month period will be effective the month following the receipt of documentation and will not be eligible for retroactive pay.
4. Eligible employees may receive incentive pay or pay for performance under the District's compensation plan, federal law, or state law, including Texas Education Code chapter 21, subchapter O. Incentive payment is not an entitlement as part of employee's salary.
5. If the District implements a furlough under Texas Education Code section 21.4021, employee's salary will be reduced in proportion to the number of furlough days. The reduction will be equally distributed over the remainder of the applicable school year.
6. This contract does not cover assignments of or payments for supplemental duties. Any such payments are not included as part of the annual salary under this contract. This contract does not create a property right to continued employment in any supplemental duty.
7. Employee shall be subject to assignment and reassignment of positions or duties, additional duties, grade level, subject area, work site locations, job title, changes in responsibilities or work, transfers, or reclassification at any time during the contract term.
8. Employee shall comply with, and this contract and employment hereunder shall be subject to, state and federal law and District policies, rules, regulations, and administrative directives as they exist or may hereafter be amended during the term of this contract. Employee shall faithfully perform to the satisfaction of the District all duties set forth in the job description or as assigned.
9. This contract is conditioned on Employee's satisfactorily providing the certification, service records, teaching credentials, and other records and information required by law, the Texas Education Agency, the State Board for Educator Certification, the State Board of Education, or the District. Failure of the employee to maintain certification, if required, in the position(s) to which assigned may be grounds for discharge. False statements, misrepresentations, omissions of requested information, or fraud by Employee in or concerning any required records or in the employment application may be grounds for discharge. Employee hereby represents that he/she has made written disclosure to the District of any conviction or deferred adjudication for a felony or an offense involving moral turpitude. At all times during the term of this contract, the contract and continued employment under the contract are conditioned on Employee's holding any required certificate, permit, license, endorsement, or credential (collectively referred to as "certification") issued as provided by Subchapter B, Chapter 21 of the Texas Education Code as it may be amended or renumbered, or issued by the state agency that licenses Employee's profession. If Employee fails to have, obtain, or maintain any required certification for any position assigned during the contract term, the District shall have all rights available under the law, including the right to terminate the employment of Employee. If an employee employed under an emergency permit, special assignment permit, or temporary classroom teaching assignment permit or an employee seeking

additional certification based on examination fails to meet all necessary requirements within the time period designated by the Texas Education Agency, the State Board for Educator Certification, the State Board of Education, or the District, this contract is void and the District shall have all rights available under the law, including the right to terminate the employment of Employee. In the event that Employee fails to have, obtain, or maintain certification for an assigned position but has certification for another position or assignment, the District shall not be obligated under this contract to reassign the Employee to another position and may exercise all rights available to it under the law, including the right to terminate the employment of Employee.

10. Employee shall satisfactorily submit or account for all grades, reports, school equipment, or other required items and shall repay all overpayment or other sums owed to the District at the end of the school year. Employee agrees that the last salary payment under this contract is conditioned upon receipt from Employee of all such items and agrees that the District may deduct from the last salary payment any sum Employee owes to the District or any overpayment made by the District during the term of this contract and may withhold the final salary payment during the school year until all required items have been received from Employee.
11. In accordance with the Texas Education Code and Board policy, the Board may terminate this contract and discharge Employee or suspend Employee without pay during the term of this contract for good cause as determined by the Board. A suspension without pay may not extend beyond the end of the school year.
12. The Board may terminate this contract and discharge Employee during the term of the contract if it determines that a financial exigency requires a reduction in personnel. Financial exigency, as used herein, means any decline in the Board's financial resources brought about by a decline in enrollment, cuts in funding, decline in tax revenues, or any other actions or events that create a need for the District to reduce financial expenditures for personnel. A financial exigency constitutes good cause for discharge.
13. A determination by the Board that a program change requires that the contract of Employee be terminated during the contract term constitutes good cause for discharge. Program change, as used herein, means any elimination, curtailment, or reorganization of a curriculum offering, legislative revisions to program funding, or a reorganization or consolidation of two or more individual schools or school districts.
14. Employment in federally or categorically funded positions is expressly conditioned upon the availability of full funding for the position.
15. The Board has not adopted any policy, rule, regulation, law, or practice providing for tenure. No right of tenure or any other contractual obligation, other expectancy of continued employment, or claim of entitlement is created beyond the contract term.
16. Employee shall serve a probationary period as provided in the Texas Education Code for a maximum of three school years of continuous employment in the District unless, during the third year of Employee probationary contract, the Board determines it is doubtful whether Employee should be given a term contract. In that event, Employee shall serve a fourth probationary year. However, the probationary period shall be a maximum of one year for an Employee who has been employed as a full-time professional, certified employee, or nurse in public education for at least five of the eight years prior to initial employment in the District.
17. The Board may terminate this contract at the end of the contract term if in the Board's judgment the best interests of the District will be served by terminating the employment. The Board must give notice of its decision to terminate the employment to the employee no later than the 10th day before the last day of instruction required under the contract.
18. Employee may be released from this contract only in accordance with state law or with District approval, pursuant to Board policy. Upon such release, the Board shall continue to make regular payroll disbursements to Employee until any due and owing salary amount is fully paid.
19. This contract is subject to all applicable federal and state laws, rules, and regulations. Invalidity of any portion of this contract under the laws of the State of Texas or of the United States shall not affect the validity of the remainder of the contract.
20. This contract combines and supersedes all prior agreements and representations concerning employment. No amendments to this contract shall be binding unless reduced to writing and signed by both parties.
21. This contract may contain either a single assignment or dual assignment. District action concerning one of any dual assignments specified in this contract shall constitute the same action for the other specified assignment. A dual assignment Employee is not entitled to continued employment in a single assignment. A dual assignment Employee may not resign one assignment without resigning both. Duties required under either assignment in a dual assignment contract are not supplemental duties.
22. Employee agrees to keep a current address on file with the District's human resources office. Unless Texas Education Code chapter 21 requires a different notice delivery method, employee agrees that the District may meet any legal obligation it has to give employee written notice regarding your employment by hand-delivering the notice to employee or by sending the notice by certified mail, regular mail, and/or express delivery service to employee's address of record.

23. Employee may accept this contract on-line by entering the confirmation code **2684**. Employee's acceptance and confirmation code shall constitute employee's signature on printed contract.
24. This offer of employment shall expire unless this contract is accepted according to the procedures set out herein on or before **7/23/2014**. Failure to accept the contract by this date shall constitute a rejection of the employment offer and current employment, if any, shall terminate at the end of the existing contract term.

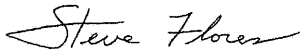
Accepted by HRS for Employee

08/29/2014

Signature(action) of Employee

Date

BOARD OF TRUSTEES OF ROUND ROCK INDEPENDENT SCHOOL DISTRICT



7/14/2014

Superintendent or Designee

Date